

What is claimed is:

1. A hosted learning management training system for training employees, each employee having a unique identifier, comprising:
  - at least one local computer;
  - a training program resident with said local computer, said training program including an interactive test having questions;
  - a first human-computer interface connected to said local computer enabling an employee to enter answers to said questions in said local computer;
  - a remote computer server at a central location communicatable with said at least one local computer,
  - wherein when an employee interacts with said training program, said local computer transmits only the employee's identifier and test information to said central server.
2. A hosted learning management training system for training employees according to Claim 1, further comprising software resident on said central server for sorting said test information.
3. A hosted learning management training system for training employees according to Claim 2, further comprising a second interface enabling a manager to access said test information on said central server.
4. A hosted learning management training system for training employees according to Claim 3, wherein said second interface includes an Internet connection allowing remote access to said

central server.

5. A hosted learning management training system for training employees according to Claim 4, said second human-computer interface comprising a dynamically created website, wherein when a manager accesses said website, said test information is visually updated and presented to the manager.

6. A hosted learning management training system for training employees according to Claim 5, further comprising sorting software for sorting said test information by at least one of the following categories: by store, by employee, by question, by training program, by employee type, by score, by test start time, by test end time, by test duration, by question, by answer, by employee question response time, by district, by region, and company-wide.

7. A hosted learning management training system for training employees according to Claim 1, wherein said first interface includes at least one of a keyboard, a mouse, a touch-screen, voice recognition software, a hand-held device, a wireless hand-held device, and an interactive voice response system using a telephone.

8. A hosted learning management training system for training employees according to Claim 1, said local computer being owned by a first company and said remote server being owned by a second information company servicing the first company.

9. A hosted learning management training system for training employees according to Claim 1, wherein multiple of said at least one local computer are each provided in selective communication with said server.
10. A hosted learning management training system for training employees according to Claim 2, wherein when said employee's answers are tallied by said sorting software, results from said tallying are transmitted from said server to said local computer and are accessible to the employee, said results including at least one of the correct answers, the employee's running score, and the employee's final score.
11. A hosted learning management training system for training employees according to Claim 1, wherein said training program resides on at least one of the following media: a CD-ROM playable on said local computer; a DVD playable on said local computer; a videotape playable in close proximity to said local computer; an audio cassette playable in close proximity to said local computer; and at least one software file on said local computer.
12. A hosted learning management training system for training employees according to Claim 1, wherein said test information includes at least one of the following: employee identifier, test version identification, test start time, test completion time, test duration, time spent on each question, and the answers entered by said employee.
13. A method of training employees via a hosted learning management training system, each

employee having a unique identifier, comprising the steps of:

- a) presenting a training program including a test having questions on at least one device associated with a local computer;
- b) enabling an employee to take the test and enter answers to the questions on the local computer via a first human-computer interface connected to the local computer;
- c) providing a remote computer server at a central location in communication with the at least one local computer,
- d) transmitting from the local computer to the central server only the employee identifier and test information when an employee interacts with the training program.

14. A method of training employees via a hosted learning management training system according to Claim 13, further comprising the step of enabling a manager to access the test information remotely.

15. A method of training employees via a hosted learning management training system according to Claim 14, wherein said manager-access-enabling step further comprises the step of providing a second human-computer interface in communication with said server.

16. A method of training employees via a hosted learning management training system according to Claim 15, further comprising the step of dynamically creating a web page with updated test information when the manager accesses the test information.

17. A method of training employees via a hosted learning management training system according to Claim 16, further comprising the step of sorting test info by at least one of the following categories: by store, by employee, by question, by training program, by employee type, by score, by test start time, by test end time, by test duration, by question, by answer, by district, by region, and company-wide.

18. A method of training employees via a hosted learning management training system according to Claim 13, wherein the local computer is owned by a first company and the remote server is owned by a second information company servicing the first company.

19. A method of training employees via a hosted learning management training system according to Claim 13, further comprising the step of providing multiple local computers each provided in selective communication with the server.

20. A method of training employees via a hosted learning management training system according to Claim 13, further comprising the step of transmitting from the server to the local computer for access by the employee at least one of: i) answers tallied on the server; ii) a test score; iii) test progress; and iv) test authorization.

21. A method of training employees via a hosted learning management training system according to Claim 18, wherein the first company pays a subscription fee to the second information company for each of its employees participating in the training program.

22. A method of training employees via a hosted learning management training system according to Claim 13, further comprising the step of detecting employee cheating on a training program test by recording the employees' response time to each question.

23. A method of training employees via a hosted learning management training system according to Claim 22, said detecting step further comprising the step of comparing a given response time by one employee to a given question to other response times by other employees to the same question.

24. A hosted learning management training system for training employees, each employee having a unique identifier, comprising:

- an interactive voice response (IVR) system;

- a training program resident with said IVR system, said training program including an interactive test having questions;

- a first interface connectable to said IVR system enabling an employee to enter answers to said questions in said IVR system;

- a remote computer server at a central location communicatable with said IVR system, wherein when an employee interacts with said training program, said IVR system transmits only the employee's identifier and test information to said central server.

25. A hosted learning management training system for training employees according to Claim 24, further comprising software resident on said central server for sorting said test information.

26. A hosted learning management training system for training employees according to Claim 25, further comprising a second interface enabling a manager to access said test information on said central server.

27. A hosted learning management training system for training employees according to Claim 26, wherein said second interface includes an Internet connection allowing remote access to said central server.

28. A hosted learning management training system for training employees according to Claim 27, said second human-computer interface comprising a dynamically created website, wherein when a manager accesses said website, said test information is visually updated and presented to the manager.

29. A hosted learning management training system for training employees according to Claim 28, further comprising sorting software for sorting said test information by at least one of the following categories: by store, by employee, by question, by training program, by employee type, by score, by test start time, by test end time, by test duration, by question, by answer, by employee question response time, by district, by region, and company-wide.

30. A hosted learning management training system for training employees according to Claim 24, wherein said first interface includes a telephone.